

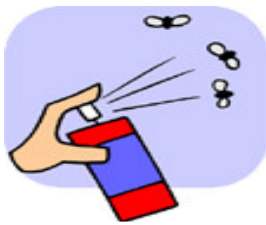
Five-Minute Stress Zapper

This stress zapper takes only minutes to do, but once completed, it will give on-going relief for days. As you sit at your desk, look around the room. What things in your environment cause stress? Trash can too far away? Boxes taking up the space under your desk? Burned-out light bulb? Lack of suitable bulletin board for notes, Post-its, or stray to-dos? Dust? Path blocked by things on the floor that need to be stacked, tossed or moved? Clutter on your desk taking up elbow room? No green plants? Squeaky chair? A clock you must twist your neck to see? What's needling you? These micro-stressors swell in their combined impact. Zap them and feel the difference.



Aim at Bugs, Not the Earth

Summer is coming, and so are the bugs. Let's get 'em! This year, however, why not try earth-friendly bug-zapping formulas. Bugs hate things like orange peel, hot pepper, dish soap, vegetable oil, and other substances that knock out their ability to breathe. You can make these effective concoctions for all types of critters. Or, they can be purchased from stores or earth-friendly web sites. Simply do an online search for "organic bug killers" to locate homemade recipes as well as convenient web stores for these products.



Older Americans Month

Did you know the United States ranks second among the nations of the world in the number of people aged 80 and over? Only China has more! In 1963, President John F. Kennedy signed a proclamation declaring the month of May as *Older Americans Month* (formerly Senior Citizens Month). The idea is for the nation to pay tribute to older Americans in some way. Here's one idea. Since over 70 percent of accidental deaths in Americans over age 75 are the result of falls, do something to intervene and help prevent an elderly person from falling. Pay tribute with a gift of safety.



Source: U.S. Department of Health and Human Services, Office of Aging, and the International Fall Prevention Institute.

Trouble with Assertiveness?

Would you be more assertive and not take on other people's work if only you could say "no" without feeling guilty? You may not have considered this missing piece of your motivation. Remember: every time you don't say no to people asking you to do their job or task, you're really saying that what you would otherwise be doing is not as important as what they want you to do. You are also reinforcing that their time is more valuable than yours. To complete your assertive approach, be prepared to offer helpful alternatives.

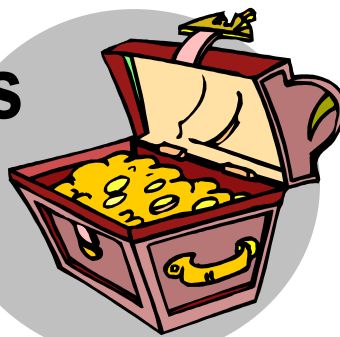


Supporting Someone with Depression



If someone close to you suffers with depression, you know the pain of frequently feeling helpless. Although depressed people need support, they may not want it or ask for it, and if they do accept it, your care and support may not be enough. The illness of depression may continue to worsen. The first step in a supportive role is to learn about depression. Encourage your friend or family member to get treatment. Major depression is as real as a broken leg. Depressed people can have trouble staying on top of their affairs, to-dos, and routine household tasks. It's not a sign that they don't really care. It's just that their "get up and go" is gone. Medication for depression usually works. There are many different medications available. It usually takes several weeks for the right medication to take effect and for the depressed person to feel relief. So be patient, encouraging, and supportive—and if you need counseling for yourself, don't dismiss your need or desire for someone to talk to. Your employee assistance program, healthcare provider, or other professional person with a good listening ear can help dissipate that isolated feeling. A support group in your community may also be effective. Like the movement to support caregivers of the elderly and disabled persons that is now gaining momentum in society, your role as a friend or a family member of a depressed person deserves the same kind of support.

Resource Ideas for Lost Jobs



Losing a job is devastating. At times like these people are looking for ideas, tips and suggestions, sources for new jobs, strategies that competing job seekers might not be using, moral support, and more. Where is the largest collection of this type of information under the sun? The largest sources of actionable information on this and other subjects can be found at *article marketing web sites*. There are dozens of such web sites, including EzineArticles.com, Amazines.com, and Findarticles.com. These web sites are reservoirs of original articles from experts seeking publishers. Search keywords "finding a job" to see thousands of submissions. No one can take away the fear and worry of job loss, but there are hundreds of experts waiting to lend a helping hand.

EAPs Outside the Office



Your employee assistance program is a trusted resource specializing in workplace behavior. Employee assistance professionals are skilled in working with individuals and groups. The EAP has a reputation for neutrality, unbiased honesty, and the ability to build relationships. It also has a unique understanding of work culture and knowledge of emerging needs. With these strengths, can the EAP help outside of the one-on-one individual assessments? Yes! If you are part of a team, a manager who leads others, a policy maker who influences change, or an employee with a productivity idea you'd like to discuss confidentially, consider talking to the EAP. EAPs are not just for "reacting" to problems or helping "solve problems" brought to them. They are untapped sources for consulting help that can offer powerful insights concerning workplace issues. For additional information about how the WA State EAP can help you, check out their website at www/dop.wa.gov/eap.

Too Much Team Talk?



If you have been annoyed by the nonproductive nature of your team meetings, you should know that psychology researchers have been listening. A recent study—one that spanned the existing research on teams over a 22-year period—found that in meetings, most teams tend to discuss things everybody on the team already knows rather than new, useful information. Analysis showed that teams which spent time sharing new information performed better overall in their tasks. While more talkative teams may get along better, they often get less accomplished. Productive teams communicate most effectively when individual members share unique knowledge and insights and the team is structured to problem solve solutions rather than reach consensus.